

**AD Budget Planning and  
Human  
Resources/ARL/R9/FWS/DOI**  
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To  
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Subject Implementation of New DCR Award

To: All FWS Employees  
From: Director /s/ H.Dale Hall  
Subject: Implementation of New DCR Award

I am very pleased to announce the implementation of a new annual award, which will recognize accomplishments in the area of diversity and civil rights. As your new Director, I am committed to making the Service a workplace that embraces inclusion and provides equal employment opportunities for all. As was stated in the recently-issued policy on Equal Employment Opportunities and Inclusion, we all have a responsibility to do our part to ensure that inclusion and equal opportunities are a natural part of our daily work lives.

The Diversity and Civil Rights award will recognize outstanding accomplishments of employees, groups of employees, and managers, in the following areas:

- managing and implementing the MD715 program
- addressing the under representation issues of women, minorities, and individuals with disabilities
- managing and implementing the EEO program
- leadership and support for the Diversity and Civil Rights program
- other initiatives that support diversity and civil rights in the Service.

Nominations for the award for fiscal year 2005 will be accepted through April 5, 2006. I look forward to your nominations. If you plan to submit a nomination, please review the manual chapter on this award thoroughly. It can be found at: <http://www.fws.gov/policy/060fw2.html>.